

Office of Personnel Management

§ 532.315

2007 NAICS codes	2007 NAICS industry titles
48839	Other support activities for water transportation.
Sighting and Fire Control Equipment Specialized Industry	
333314	Optical instrument and lens manufacturing.
3341	Computer and peripheral equipment manufacturing.
33422	Radio and television broadcasting and wireless communications equipment manufacturing.
33429	Other communications equipment manufacturing.
334418	Printed circuit assembly (electronic assembly) manufacturing.
334511	Search, detection, navigation, guidance, aeronautical and nautical system and instrument manufacturing.
334515	Instrument manufacturing for measuring and testing electricity and electrical signals.
334613	Magnetic and optical recording media manufacturing.
Small Arms Specialized Industry	
332994	Small arms manufacturing.

(b) For wage surveys involving the specialized Federal industry “Artillery and Combat Vehicles” in paragraph (a) of this section, the lead agency must limit special job coverage for industries in NAICS codes 2211, 2212, 32732, 484, 4862, 5621, 492, 5171, 5172, and 5173 to automotive mechanic, diesel engine mechanic, and heavy mobile equipment mechanic.

(c) For nonappropriated fund wage surveys, the lead agency must use NAICS codes 71111, 7221, 7222, 72231, 72232, and 7224 (eating and drinking places) when it determines a wage schedule for a specialized industry.

[71 FR 35375, June 20, 2006, as amended at 73 FR 45853, Aug. 7, 2008]

§ 532.315 Additional survey jobs.

(a) For appropriated fund surveys, when the lead agency adds to the industries to be surveyed, it shall add to the required survey jobs the specialized survey jobs listed below opposite the industry added:

Specialized industry	Specialized survey jobs	Grade
Aircraft	Electronics Mechanic	WG-11
	Aircraft Structures Assembler B	WG-7
	Aircraft Structures Assembler A	WG-9
	Aircraft Mechanic	WG-10
	Aircraft Mechanic includes	
	Aircraft Electrician	WG-10
	Aircraft Welder	WG-10
	Aircraft Sheetmetal Worker	WG-10
	Hydromechanical Fuel Control Repairer	WG-10
	Aircraft Engine Mechanic	WG-10
	Aircraft Jet Engine Mechanic	WG-10
	Flight Line Mechanic	WG-10
	Aircraft Attendant (ground services)	WG-7
Ammunition	Munitions Handler	WG-4
Specialized industry		
Specialized survey jobs		
Grade		
Artillery and combat vehicles.	Munitions Operator	WG-4
	Munitions Operator	WG-6
	Munitions Operator	WG-8
	Munitions Operator	WG-9
	Explosives Operator	WG-9
	Automotive Mechanic (limited to data obtained in special industries)	WG-10
	Heavy Mobile Equipment Mechanic	WG-10
	Artillery Repairer	WG-9
	Combat Vehicle Mechanic	WG-8
	Combat Vehicle Mechanic (Engine)	WG-10
Communications.	Combat Vehicle Mechanic	WG-11
	Diesel Engine Mechanic (limited to data obtained in special industries)	WG-10
	Telephone Installer-Repairer	WG-9
	Central Office Repairer	WG-11
Electronics	Electronic Test Equipment Repairer	WG-11
	Television Station Mechanic	WG-11
	Electronics Mechanic	WG-11
	Industrial Electronic Controls Repairer	WG-10
Guided missiles.	Electronic Test Equipment Repairer	WG-11
	Electronic Computer Mechanic ..	WG-11
	Television Station Mechanic ..	WG-11
	Electronic Computer Mechanic ..	WG-11
Heavy duty equipment.	Guided Missile Mechanical Repairer	WG-11
	Heavy Mobile Equipment Mechanic	WG-10
	Electronics Mechanic	WG-11
	Electrician, Ship	WG-10
Shipbuilding ...	Pipefitter, Ship	WG-10
	Shipfitter	WG-10
	Shipwright	WG-10
	Machinist (Marine)	WG-10
Sighting and fire control.	Electronic Computer Mechanic ..	WG-11
	Fire Control Instrument Repairman	WG-11
	Electronic Fire Control Systems Repairer	WG-11
	Electronic Fire Control Systems Repairer	WG-12

§ 532.317

Specialized industry	Specialized survey jobs	Grade
	Electronic Fire Control Systems Repairer.	WG-13
Small arms	Small Arms Repairer	WG-8

(b) For nonappropriated fund surveys, a lead agency must obtain prior approval of OPM to add a job not listed in § 532.223 of this subpart.

[55 FR 46180, Nov. 1, 1990]

§ 532.317 Use of data from the nearest similar area.

(a)(1) For prevailing rate employees other than those in the Department of Defense, the lead agency shall, in establishing the regular schedule under the provisions of this subpart, analyze and use the acceptable data from the nearest similar wage area together with the data obtained from inside the local wage survey area. The regular schedule for Department of Defense prevailing rate employees shall be based on local wage data only.

(2) The total number of job matches obtained from the nearest similar wage area shall be equal to the number required for adequacy in § 532.309(a) (2) and (3) of this subpart for appropriated fund surveys and § 532.309(b)(2) of this subpart for nonappropriated fund surveys.

(3) Data shall be selected for inclusion on the basis of the most populous survey jobs as determined by the weighted job matches found in the dominant industry in the selected reference area. In identifying survey jobs for which reference area samples will be included, the jobs required at limited grade ranges shall be selected before jobs in the unlimited grade range. When there is a tie in the selection procedure, the highest graded job shall be selected first.

(4) If there are two dominant industries for which data are obtained from nearest similar areas, the procedure described in paragraph (a)(2) of this section shall be applied independently for each of the specialized industries.

(b)(1) The wage rates established for a grade by using data from the nearest similar area may not exceed the wage rates for the same grade in the nearest similar area.

5 CFR Ch. I (1-1-09 Edition)

(2) If data are obtained from two nearest similar areas for two dominant industries, the wage rates established for a grade by using these data may not exceed the higher of the wage rates for the same grade in the two nearest similar areas.

(c) The wage data obtained from the nearest similar area or areas may not be used to reduce the wage rates for any grade in the local area below the rates that would be established for that grade without the use of the data from the nearest similar area or areas.

[46 FR 21344, Apr. 10, 1981, as amended at 54 FR 38197, Sept. 15, 1989. Redesignated and amended at 55 FR 46179, Nov. 1, 1990]

Subpart D—Pay Administration

§ 532.401 Definitions.

In this subpart:

Change to lower grade means a change in the position of an employee who, while continuously employed—

(1) Moves from a position in one grade of a prevailing rate schedule established under this part to a position in a lower grade of the same type prevailing rate schedule, whether in the same or different wage area;

(2) Moves from a position under a prevailing rate schedule established under this part to a position under a different prevailing rate schedule (e.g., WL to WG) with a lower representative rate; or

(3) Moves from a position not under a prevailing rate schedule to a position with a lower representative rate under a prevailing rate schedule.

Equivalent increase means an increase or increases in an employee's rate of basic pay equal to or greater than the difference between the rate of pay for the grade and step occupied by the employee and the rate of pay for the next higher step of that grade, except in the situations specified in § 532.417 of this subpart. In the case of a promotion, the grade and step occupied means the grade and step to which promoted.

Existing scheduled rate of pay means the scheduled rate of pay received immediately before the effective date of a transfer, reassignment, promotion, change to a lower grade, within-grade increase, or revision of a wage schedule.